

Diversity, Equity, & Inclusion in Women in Business

2022 -- 2023

Our DEI Statement

Our dedication to welcoming individuals in any industry comes from our commitment to **diversity, equity, and inclusion**. It is our mission as a student organization to ensure that each member of our community has an opportunity to thrive in our environment.

We are aware that the name of our organization, *Women in Business*, has strong gendered ties; however, this is not reflective of the inclusive space we seek to create. Our membership is not dependent on the construct of gender; transgender and gender non-conforming students are encouraged to join WIB and utilize what WIB has to offer.

All womxn are welcome here!

Diversity

In WIB, we are committed to fostering a safe space and increasing diversity. This includes race, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, fields of study, and political perspective.

Inclusion

We are pursuing deliberate efforts to ensure that WIB is a place where every individual feels a sense of belonging and feels supported through our shared experiences. This means empowering all of our members to have a loud and strong voice in our organization. Speak up, share your thoughts and feelings, and challenge barriers! As a reminder - you do not have to be a business major to join WIB!

Equity

As an organization, we are actively working to educate, reduce, and respond to bias, harassment, and discrimination. Our goal is to diminish the number of barriers womxn face not only when entering WIB, but also when entering the workforce. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

Growth Initiatives

As of 2022-2023, WIB's five main priorities for DEI initiatives are to:

- 1) Recruit and retain more students from diverse backgrounds to enrich our student organization
- 2) Provide our members access to speakers with diverse backgrounds and views
- 3) Provide members with resources that help support DEI education
- 4) Remove barriers to entry for our members within WIB
- 5) Collaborate and promote businesses that have equitable practices, inclusive workplaces for fostering diversity, unique approaches to sustainability, or whose practices align with WIB's mission.